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COUNTY OF LOS ANGELES
DEPARTMENT OF HEALTH SERVICES
313 N. Figueroa, Los Angeles, CA 90012
(213) 240-8101

August 21, 2003

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

APPOINTMENT OF EXECUTIVE DIRECTOR, LAC+USC HEALTHCARE NETWORK

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the appointment of Pete Delgado to the position of Executive Director of the LAC+USC Healthcare Network (UC) (Item Number 8085A), salary range R-16, with an annual salary of \$209,238.
2. Authorize, pursuant to Section 5.40.338 of the County Code, reimbursement for reasonable actual costs of relocating the family and personal residence of Pete Delgado. This reimbursement is limited to: the services of a commercial moving company; necessary travel expenses one-way to the Los Angeles County area, not to exceed the limits specified in Section 5.40.060 of the County Code; and actual relocation consultant costs and temporary housing rental costs or other expenses to secure a residence, up to a total of \$7,000.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The LAC+USC Healthcare Network includes the LAC+USC Medical Center, the largest of the five Department of Health Services (DHS) hospitals, as well as three comprehensive health centers and one primary care clinic.

The Department of Human Resources hired an executive search firm to conduct a nationwide search to fill the critical position of Executive Director of the LAC+USC Healthcare Network. The most highly-qualified candidates were interviewed by the Director and the Chief Operating Officer of DHS. The recommended appointment is based upon those interviews.

The recommended salary, pursuant to Section 6.78.350 of the County Code, represents the control point of the range, plus 50 percent. This compensation level is commensurate with Mr. Delgado's considerable expertise in health care and hospital administration. Mr. Delgado has served as the Chief Executive Officer of one hospital and as the Chief Operating Officer in two community-based hospitals. He also served as a regional manager for a large health care provider, where he was responsible for the oversight of a multi-hospital system. Mr. Delgado also brings to this position considerable experience with construction management, having managed several major hospital construction projects.

The Department also is recommending reimbursement to Mr. Delgado for moving and other expenses associated with relocating from Texas to Los Angeles.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

This recommendation is consistent with the Countywide Strategic Plan, Goal Number 2, "Workforce Excellence"; Strategy Number 1, "Recruit, develop, and retain dedicated and productive employees."

FISCAL IMPACT/FINANCING

Funding for the salary and employment benefits for this position are included in the Department's Fiscal Year 2003-04 Board-adopted budget. Funding for the relocation expenses will be absorbed within the Department's budget and can be offset over time through anticipated improvements and efficiencies in the operation of LAC+USC Medical Center.

FACT AND PROVISIONS/LEGAL REQUIREMENTS

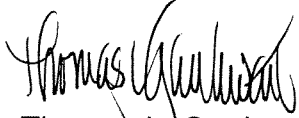
Not applicable.

Honorable Board of Supervisors
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IMPACT ON CURRENT SERVICES

The appointment of Mr. Delgado fills a critical vacancy in the Department of Health Services.

Respectfully submitted,



Thomas L. Garthwaite, MD
Director and Chief Medical Officer

TLG:mds

c: Chief Administrative Officer
County Counsel
Executive Officer, Board of Supervisors
Director of Personnel